



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
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August 4, 2021

## **Board Memo 053-2021: USPS Extends MOUs with Unions re Liberal Changes of Schedule and Leave through September 30, 2021**

Executive Board,

USPS Headquarters has extended the liberal changes of schedule and leave MOU through September 30, 2021. The original MOU from March 2020 is attached, as well as the letter extending the provisions.

Please share the attachment and memo with your membership. It will also be posted on the NAPS website Bulletin Board.

Thank you and be safe.

NAPS Headquarters

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



March 23, 2020

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedule and Leave

We have signed a Memorandum of Understanding with our unions temporarily expanding the use of Sick Leave for Dependent Care to allow employees to use their sick leave for unexpected childcare needs as a result of the COVID-19 pandemic.

In addition to allowing Sick Leave for Dependent Care, for the next 60-day period, managers and supervisors should allow liberal changes of schedule in recognition of the disruption caused by the COVID-19 pandemic. To the extent operationally practicable, managers and supervisors should accommodate employees who submit PS Form 3189, *Request for Temporary Schedule Change for Personal Convenience* as a result of childcare issues caused by daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

Managers and supervisors should also allow liberal sick leave usage for employees who are sick, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19 related reasons between February 29, 2020, and May 17, 2020, may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43.



Doug A. Tulino

cc: Officers  
Managers, Human Resources (Area)  
Managers, Labor Relations (Area)  
Managers, Labor Relations (Headquarters)

KATHERINE S. ATTRIDGE  
VICE PRESIDENT, LABOR RELATIONS



August 3, 2021

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedules and Leave

The attached memorandum and its provisions are extended through September 30, 2021.

A handwritten signature in black ink that reads "Katherine S. Attridge".

Katherine S. Attridge

Attachment

cc: Headquarters Officers  
Directors, Field Human Resources (Area)  
Directors, Field Labor Relations (Area)  
Directors and Managers, Labor Relations (Headquarters)